

Corps

ers

US Army

Corps of Engineers

CHRA West Region Commander's Conference

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Key Topics

- Support to Iraq/Afghanistan
- Support to civil disasters
- President's Management
Agenda
- Products/Tools

Support to Iraq/ Afghanistan

- USACE mission:
 - Manage construction
 - Administer contracts
 - Support oil and electrical infrastructure projects
- Gulf Region Division (GRD)
 - 3 Districts
 - North (Mosul)
 - Central (Bagdad)
 - South (Basra)
- Afghan Engineer District (AED)
- Currently 440 civilians deployed
 - Total of 2000+ civilians have deployed
 - Surge through Dec 04: additional 400
 - Deployment levels expected to remain high for 2+ years

Deployment Benefits

- Career Growth
- Monetary
 - Post differential
 - Danger pay
 - Overtime
 - Premium pay...
- Opportunity to be a part of history and the building of a free and democratic Iraq & Afghanistan
- Develop professional and personal relationships with individuals from diverse organizations and cultures

Detailed information can be found at

<http://www.hq.usace.army.mil/cehr/Deployment/Finance/financemain.htm>

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Length of Tour Incentives

- Volunteer Package A
 - 6 month Temporary Change of Station (TCS)
 - Normal pay entitlements, e.g., danger pay and post differential
 - 10% relocation bonus offered
 - Consideration for honorary and monetary awards
- Volunteer Package B
 - 12 month TCS
 - Same as above with 25% relocation bonus; or
 - Same as above with competitive temporary promotion during deployment;
 - Consideration for higher level honorary and monetary award than for 6 month assignment

Recruiting Road Shows

- Promote volunteerism & facilitate hiring to support GWOT
- Highly recommend CPAC personnel attend
 - 30 Aug-2 Sep: ERDC, Vicksburg, New Orleans, Mobile
 - 8-10 Sep: LA, Sacramento, Portland
 - 13 Sep: Philadelphia
 - 20 Sep: NYC
 - 22-23 Sep: Huntington, Pittsburgh

Mobilization in Civil Disasters

- USACE relies on civilian volunteers to staff requirements for
 - natural disasters
 - humanitarian mission
 - Both CONUS and OCONUS
- ENGLink (interactive web browser IT system)
 - Provides command and control data
 - Used in both civil and military contingencies
 - Employees voluntarily enter their professional data & select missions
 - Managers select employees whose skills sets are required for deployment
- Currently 456 are deployed in support of Hurricane Charley
- When HR services are needed, CHRA Regional Director coordinates HR volunteers

President's Management Agenda

- Competitive Sourcing
- Strategic Management of Human Capital
- Financial Performance
- E-Government
- Budget & Performance Integration
- [new] Real Property

OPM Human Capital Officers
Recommend quarterly scores to OMB

Strategic Management of Human Capital

Third Quarter FY04 Scorecard:

- Current **Status** remains **Yellow**
 - Expected to rise to **Green** 1st Qtr 05
- **Progress** in Implementing the President's Management Agenda remains **Green**
- When we separated HC from Competitive Sourcing in Sep 02, scorecard was: **Red & Red**

Human Capital Plan

- Sample of Deliverables
 - USACE Campaign Plan, “People” section
 - Recruit & retain a world class workforce
 - Develop leaders at all levels
 - Become a learning organization
 - Affirmative Action and Affirmative Employment Plans
 - Critical review of USACE-sponsored training
 - Focus on measurable performance objectives linked to agency mission
 - Recruitment at National Career Fairs & focused “recruiter” training

Human Capital Plan

- Sample of Deliverables, cont'd
 - Automated Training Management Program (ATMP)
 - Leadership Strengths Interview (LSI) & Webinar
 - CP-18 Leader Development Program
 - Established USACE Planning Centers of Expertise
 - 2012 Reorganization focused even more FTE away from "HQ" and toward customer

Products & Tools

USACE Learning Network

- A Learning Advisory Board (LAB) initiative
- Purpose: Assist in building a learning organization by facilitating learning for team members throughout the Corps
- Learning Network:
 - A platform for the Learning organization
 - Facilitates virtual development, update, customizing and delivery of course materials at a lower cost than traditional methods
 - Facilitates Communities of Practice and Knowledge Management

Automated Training Management Program (ATMP)

- Automated Training Management Program
 - Based on Mission Essential Task List (METL) assessment process
 - Aligns training to mission requirements at all levels
 - Targets individual tasks for specific organizational improvement
 - Ensures we spend money on highest priority training first
 - Tool for planning, executing and assessing training
 - Produces 5 year IDPs
- Testing mass change update to DCPDS
- Demo for G-1, AMC, CHRA TMD 27 Aug 04
- Per OPM request, will demo at OPM Super Conference

Leadership Assessment - Leadership Strengths Interview (LSI)

To make best use of our investment in the LSI, selection panel members need to be better educated regarding the development and application of LSI results

- Webinar – A Web-Based interactive training for selection panel members in optimum use of the LSI
 - Developed and piloted – January 2004
 - 4 sessions presented beginning June 2004
 - Monthly sessions proposed for 2005

Leader Development Program Guide

- Draft Guide developed to provide “above the line” guidance to LDPs. Features include:
 - Alignment with Learning Organization Doctrine
 - Common definition and language of leadership
 - Above the line consistency across organizations
 - Transportability across USACE
 - Defined outcomes
 - Multi-tiered

Important Websites

- USACE Learning Network
 - <http://usaceln.org>
- Learning Organization Doctrine
 - <http://www.hq.usace.army.mil/cepa/learning/learning.htm>
- Coaching, Counseling and Mentoring Guide
 - www.usace-ccm-guide.com
- Recruiting for GRD and AED
 - <http://www.hq.usace.army.mil/cehr/Deployment/main.htm>